

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Preliminary Review of the University of Iowa's Strategic Plan Progress Report  
**Date:** November 5, 2001

---

**Recommended Action:** Review the progress report.

---

**Executive Summary:**

The University of Iowa has completed the second year of its strategic plan for 2000-2005, *New Century Iowa: Bridges to the Next Horizon*. The memorandum reports the current status on the targets for the 24 indicators that measure progress toward the goals of the plan.

Fiscal year 2002 will be the third year in a row that the University of Iowa has suffered cuts or mid-year deappropriations from state funding. To deal with the financial reductions, the SUI community has developed principles that guide the budgeting decisions. Quality and centrality to the University's mission are the prime values that will be taken into account. It is important to note that the directions in which the University is going, as expressed in targeted indicators, are significantly impacted by budget cuts as well as quality and character.

Attachment A, pages 6-8, outline each of the 24 institutional indicators. The report describes the indicator, provides baseline data from 1999-2000, includes narrative and statistical data, and concludes with the determined target figures

Attachment B, pages 9-17, provide data on the MGT Performance Indicators, which are linked to the Action Steps of the Board's Strategic Plan. The Analysis section categorizes those that had increases from last year and those that experienced decreases.

---

**Strategic Plan:**

The mission and scope of SUI as a research university are strongly endorsed in the new plan and are consistent with the Board's expectations. Of the two attachments, Attachment B relates directly to the Board's strategic plan, especially its Action Steps.

---

**Background:** In the University's presentation to the Board in November 2000, 18 institutional indicators had been identified for the new strategic plan. When the Board's set of 43 indicators and the institutional indicators were compared at the December meeting of the Board, there was agreement that some proposed changes would be accepted, i.e., that SUI could drop some and add others. The new total number of indicators is 24.

---

**Analysis:** This report illustrates that declining public financial support will very likely impair the University of Iowa's ability to fulfill all aspects of its public mission as effectively as its faculty, administration, and staff would like to meet or exceed its mission.

A theme of this year's report is that the teaching, research, and service missions at the University of Iowa are deeply entwined. The glue that binds them together is a commitment to building community. Community is built in many ways – in classrooms, laboratories, libraries, and in communities throughout the state.

**Institutional Indicators Changes** This section categorizes statistical changes. Not all items from the institutional indicators are reported, including those for which no baseline data was available.

**(increases)** The following increases are reported over the baseline data in SUI's institutional indicators: (the first number is the baseline, the second number the 2000-2001 update) [target is included in brackets]

- 3a. Increase by 20% the number of students graduating with Honors (283 – 298) [359]
- 4b. Increase by 10% the 6-year graduation rate (63.1% - 64.7%) [69.4%]
- 4d. Increase by 10% the 4-year graduation rate for community college degree holders (61.0% - 61.5%) [67.1%]
- 5. Maintain graduate/professional pass rate above national average on qualifying/licensing/certification exams in 100% of appropriate disciplines [pass rates in all disciplines above national average]
- 6. Increase to 50 the number of graduate and professional students winning nationally competitive fellowships or awards (25 – 38) [50]
- 11. Increase to \$300 million the amount of external funding received by faculty and staff for research, scholarship and artistic creation (\$253m - \$277.9m) [\$300m]
- 17. Increase by 10% the number of staff and faculty participating in professional development activities (Technology: 5,422 – 7,828) [5,964]; (Health, Safety, and Wellness: 11,598 – 33,483) [12,758] Note: In Leadership and Management, the number dropped – from 5,795 to 4,100 [6,375]
- 19a. Increase to 14.5% minority tenure/tenure-track faculty (12.2% - 12.9%) [14.5%]
- 19c. Increase to 7.5% minority P&S staff (5.6% - 6.1%) [7.5%]

- 19d. Increase to 7.0% minority merit staff (5.8% - 6.1%) [7.0%]
- 20a. Increase SUI Alumni Association membership to 57,500 (50,000 – 53,000) [57,500]
- 20b. Increase annual total gift productively to \$200 million (#132m 3-year average - \$172m) [\$200m]
- 22a. Increase to \$5.5 million funding for New Clinical Initiatives (\$4.5m - \$5.2m) [\$5.5m]
- 22b. Increase patient satisfaction rate to 4.5 on 5.0 scale (4.0 – 4.3) [4.5]

(decreases)

The following decreases were reported:

- 3b. Increase by 20% the number of students participating in the comprehensive K-12 honors program (1,437 – 1,429) [1,725]
- 4a. Increase by 10% the 4-year graduation rate (37.1% - 37.0%) [40.8%]
- 4c. Increase by 10% the 2-year graduation rate for community college degree-holders (23.6% - 20.5%) [26.0%]
- 8. Increase to 60% the percentage of Ph.D. recipients obtaining academic employment within 6 months of graduation (56% - 53%) [60%]
- 8c. Decrease to 0% the percentage of Ph.D. recipients obtaining nonacademic employment within 6 months of graduation (6% - 9%) [0%]
- 10. Maintain library system ranking by Association of Research Libraries in top 15 (15 in 98-99 – 18<sup>th</sup> in 99-00) [top 15]
- 13. Increase to 100 the annual number of intellectual property disclosures (84 – 65) [100]
- 15. Increase to 10 the number of faculty/staff receiving Guggenheim, Fulbright, NEH, and NEA fellowships annually (9 – 3) [10]
- 19e. Increase to 32.0% women in executive, administrative, and managerial positions (29.7% - 29.3%) [32.0%]
- 19f. Increase to 8.0% minorities in executive, administrative, and managerial positions (7.4% - 5.9%) [8.0%]
- 19g. Increase to 12.0% minority student enrollment (9.2% - 9.1%) [12.0%]
- 21a. Increase to 1.0% building value funding for facilities renewal (.783% - .649%) [1.0%]
- 24. Increase to 200 the number of mean monthly news citations of SUI activities (181 – 121) [200]

Board of Regents  
Performance  
Indicators

Attachment B, pages 9-17, presents the data on the Board's performance indicators. This summary notes selected examples where advances or increases were made and others in which declines or lowered results occurred.

These indicators will be incorporated into the Annual Report on Performance Indicators. The responses are grouped according to the six categories used in that annual report:

- Instructional Environment (IE)
- Student Profile and Performance (SP)
- Educational Outreach (EO)
- Faculty Profile and Performance (FP)
- Diversity (D)
- Expenditures, Financing, and Funding (EF).

The Indicator number and category, description, data change from last year to this year, and the target [in parentheses] are as follows:

(Increases)

Cat/No.	Indicator	Change	Target
(IE) 2	% of senior faculty teaching undergraduates	88.2%-90.0%	87.5%
(EO) 25	Number of non-degree enrollments	3,116-3,338	2,800
(EO) 40	Off-campus student enrollment in degree programs offered through distance education	(un) 65-170 (grad) 598-663	NA
(D) 41	Racial/Ethnic Composition (Faculty) in percentages	12.2%-12.9%	14.5%
(D) 41	Racial/Ethnic Composition (P&S) in percentages	5.6%-6.1%	7.5%
(D) 41	Racial/Ethnic Composition (Merit) in percentages	5.8%-6.1%	7.0%
(FP) 12c	Number, total and % of tenured, tenure-track, and clinical track faculty new hires	126-156 1918-1979 6.6%-7.9%	NA
(FP) 18	Sponsored funding in millions of dollars	\$252.6m- 277.9m	\$250m
(EF) 33	No. of annual contributors and dollars contributed in millions	48,017-52,602 \$147.0m-172.0m	50,000
(EF) 39	Dollar value in millions of resident undergraduates receiving financial aid	\$66.4m-\$67.3m	NA

(Decreases)

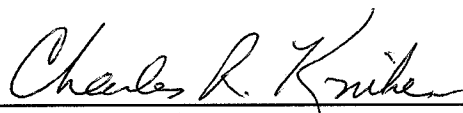
Cat/No.	Indicator	Change	Target
(IE) 1	% of undergraduate student credit hours taught by tenured/tenure track faculty	57.4%-55.0%	60.0%
(IE) 5	Avg. undergraduate class size (lower division)	38.3%-40.3%	37.0%
(SP) 13b	% of ALL graduates employed within one year after graduation	87.6%-83.8%	NA
(SP) 38	Fall enrollment (Total)	28,846-28,311	NA
(EO) 28	Headcount enrollments offered through extension and continuing education (credit/non-credit)	(Credit) 20,265- 20,230 (Non-Credit) 81,954-60,393	NA
41 (D)	Racial/Ethnic Composition (Students) in percentages	9.2%-9.1%	12.0%

**Performance  
Indicator Charts:**

The data for the performance indicators related to the University of Iowa are found in Attachment B, pages 9-17. The charts to be developed for these indicators will be available in the Annual Report on Performance Indicators.

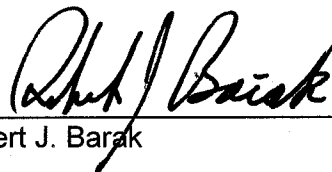
The University of Iowa is to be commended for its commitment to providing a detailed look at the indicators that present the progress made and the setbacks that have occurred in meeting targets. As President Coleman has indicated, the budget reductions have played a significant role in not making progress on all indicators.

---



Charles R. Kniker

Approved:



Robert J. Barak

# University of Iowa

## University-wide Strategic Planning Indicators for 2000-2005

#	Target	Baseline (1999-00)	2000-01 Update	Target	#																																													
1	1. Increase the number of undergraduates taking advantage of center for longitudinal career planning.	N/A	No baseline or target to be reported. Narrative progress report: Director hired, BLAPO and Career Development Services merged, schematic design for building 50% complete.	TBD	1																																													
2	2. Increase to 1,000 the number of undergraduate participants in the study abroad program.	556	The number of UI undergraduates participating in credit-bearing study abroad programs during the 2000-01 academic year (including summer 2000) is 564.	1,000	2																																													
3	3a. Increase by 20% the number of students graduating with Honors	283	298	359	3																																													
4	3b Increase by 20% the number of students participating in the comprehensive K-12 honors program	1,437 (900 in summer 2000, 537 in 1999-00 school year)	1,429 (911 in summer 2001, 518 in 2000-01 school year)	1,725	4																																													
4	4a. Increase by 10% the 4-year graduation rate	37.1%	37.0%	40.8%	5																																													
	4b. Increase by 10% the 6-year graduation rate	63.1%	64.7%	69.4%	6																																													
	4c. Increase by 10% the 2-year graduation rate for community college degree-holders	23.6%	20.5%	26.0%	7																																													
	4d. Increase by 10% the 4-year graduation rate for community college degree-holders	61.0%	61.5%	67.1%	8																																													
5	5. Maintain graduate/professional pass rate above national average on qualifying/licensing/certification exams in 100% of appropriate disciplines	Pass rates in all disciplines above national average**	<table><thead><tr><th>Professional Exam</th><th>UI Pass Rate</th><th>National Pass Rate</th></tr></thead><tbody><tr><td>CPA exam</td><td>70%</td><td>53%</td></tr><tr><td>Clinical Lab Sci.</td><td>83%</td><td>78%</td></tr><tr><td>Dentistry</td><td>100%</td><td>91%</td></tr><tr><td>Engineering</td><td>67% - 100%</td><td>57% - 85%</td></tr><tr><td>Law</td><td>82%</td><td>71%</td></tr><tr><td>Medicine</td><td>94%</td><td>92%</td></tr><tr><td>Nuclear Med Tech</td><td>100%</td><td>81%</td></tr><tr><td>Nursing</td><td>83%</td><td>84%</td></tr><tr><td>Pharmacy</td><td>100%</td><td>92%</td></tr><tr><td>Physical Therapy</td><td>100%</td><td>87%</td></tr><tr><td>Physician Assistant</td><td>100%</td><td>92%</td></tr><tr><td>To be added</td><td></td><td></td></tr><tr><td>Radiation Therapy</td><td>100%</td><td>84%</td></tr><tr><td>Radiologic Technology</td><td>100%</td><td>89%</td></tr></tbody></table>	Professional Exam	UI Pass Rate	National Pass Rate	CPA exam	70%	53%	Clinical Lab Sci.	83%	78%	Dentistry	100%	91%	Engineering	67% - 100%	57% - 85%	Law	82%	71%	Medicine	94%	92%	Nuclear Med Tech	100%	81%	Nursing	83%	84%	Pharmacy	100%	92%	Physical Therapy	100%	87%	Physician Assistant	100%	92%	To be added			Radiation Therapy	100%	84%	Radiologic Technology	100%	89%	Pass rates in all disciplines above national average	9
Professional Exam	UI Pass Rate	National Pass Rate																																																
CPA exam	70%	53%																																																
Clinical Lab Sci.	83%	78%																																																
Dentistry	100%	91%																																																
Engineering	67% - 100%	57% - 85%																																																
Law	82%	71%																																																
Medicine	94%	92%																																																
Nuclear Med Tech	100%	81%																																																
Nursing	83%	84%																																																
Pharmacy	100%	92%																																																
Physical Therapy	100%	87%																																																
Physician Assistant	100%	92%																																																
To be added																																																		
Radiation Therapy	100%	84%																																																
Radiologic Technology	100%	89%																																																
6	6. Increase to 50 the number of graduate and professional students winning nationally competitive fellowships or awards	25	38	50	10																																													
7	7a. Increase to 8 the number of graduate/professional programs in the top quartile of National Research Council rankings by the next ranking	5 (1995)	Rankings are updated every ten years. There is no update for 2000-01.	8	11																																													
	7b. Increase to 30 the number of disciplinary rankings in the top ten (baseline year: includes U.S. News & World Report and the Speech Communication Association rankings)	23	23	30	12																																													
8	8a. Increase to 60% the percentage of Ph.D. recipients obtaining academic employment within 6 months of graduation	56%	53%	60%	13																																													

	8b. Increase to 40% the percentage of Ph.D. recipients obtaining nonacademic employment within 6 months of graduation	38%	38%	40%	14
	8c. Decrease to 0% the percentage of Ph.D. recipients not obtaining employment or not reporting within 6 months of graduation	6%	9%	0%	15
9	9. Increase to 33.6% above national rates the selectivity of graduate programs	28.0% (3-yr. average)	28.0% (3-yr. average)	33.6%	16
10	10. Maintain library system ranking by Association of Research Libraries in top 15	15 (in 98-99)	18 <sup>th</sup> (ARL Index, 1999-00)	Top 15	17
11	11. Increase to \$300 million the amount of external funding received by faculty and staff for research, scholarship, and artistic creation	\$253M	\$277.9M	\$300M	18
12	12a. Increase to 60% the percentage of faculty receiving external support for research, scholarship, and artistic creation	50.0%	(862 out of 1708) = 50.5%	60.0%	19
	12b. Increase the number of staff members receiving external support for research, scholarship, and artistic creation	N/A	336	370	20
13	13. Increase to 100 the annual number of intellectual property disclosures	84	65	100	21
14	14. Fifteen new faculty/staff elected to selected national scholarly academies in 2000-2005	4	2 new in 2000-01 (Oct. 2000) - Bruce Gantz, IOM (April 2001): Mary Sue Coleman, AAAS	15 new over 5 years	22
15	15. Increase to 10 the number of faculty/staff receiving Guggenheim, Fulbright, NEH, and NEA fellowships annually	9	3 new in 2000-01 Guggenheim - none Fulbright: Susan Zickmund NEH: Laura R. Graham, Benjamin J. Kaplan NEA: None	10	23
16	16. Increase to 165 the number of externally funded grants involving interdisciplinary/cross-collegiate principal investigators annually	N/A	150 (out of 1913)	165	24
17	17. Increase by 10% the number of staff and faculty participating in professional development activities	Leadership and Management: 5,795 Technology: 5,422 Health, Safety, and Wellness: 11,598	Leadership and Management: 4,100 Technology: 7,828 Health, Safety, and Wellness: 33,483	Leadership and Management: 6,375 Technology: 5,964 Health, Safety, and Wellness: 12,758	25
18	18. Increase to 100% staff-supervisor participation in annual performance reviews in all departments and units (tracking system to be in place by 2002)	N/A	Total Merit and P&S population: 11,077. Completed performance appraisal: 7,583 or 68.5%.	100%	26
19	19a. Increase to 14.5% minority ten/ten-track faculty	12.2%	12.9%	14.5%	27
	19b. Increase to 30.0% female ten/ten-track faculty	26.6%	26.6%	30.0%	28
	19c. Increase to 7.5% minority P&S staff	5.6%	6.1%	7.5%	29
	19d. Increase to 7.0% minority merit staff	5.8%	6.1%	7.0%	30
	19e. Increase to 32.0% women in executive, administrative, and managerial positions	29.7%	29.3%	32.0%	31
	19f. Increase to 8.0% minorities in executive, administrative, and managerial positions	7.4%	5.9%	8.0%	32
	19g. Increase to 12.0% minority student enrollment (full-time, on-campus, degree-seeking students)	9.2%	9.1% (2,532 minority students, 28,311 total students, 435 off-campus non-degree students. Total minus off campus, 27,876. 2,532 / 27,876 = 9.1%)	12.0%	33

20	20a. Increase UI Alumni Association membership to 57,500	50,000	53,000	57,500	34
	20b. Increase annual total gift productivity to \$200 million	\$132M (3-yr avg.)	\$172M (a 17% increase over the previous year actual; the 3-year avg. used for baseline was used to arrive at a "typical non-campaign year" baseline)	\$200M	35
21	21a. Increase to 1.0% building value funding for facilities renewal	.783%	.649%	1.0%	36
	21b. Lower technology replacement rate to 3-year cycle	5-year replacement rate	4-year replacement rate	3-year replacement rate	37
22	22a. Increase to \$5.5 million funding for New Clinical Initiatives	\$4.5M	\$5.2M	\$5.5M	38
	22b. Increase patient satisfaction rate to 4.5 on 5.0 scale	4.0	4.3	4.5	39
23	23a. Increase the number of Iowans served by educational and professional outreach and service programs in their communities	TBD	No baseline, no target. Narrative update: An outreach database has been developed ( <a href="http://itsnt12.its.uiowa.edu/iaoutreach/">http://itsnt12.its.uiowa.edu/iaoutreach/</a> ) and we are working to normalize data collection so that we can provide more useful data on this measure in the future. We hope to expand the database's capability so that we can eventually report the number of individuals served by outreach programs. There are currently more than 375 listings of outreach programs in the database.	TBD	40
	23b. Increase the number of K-12 students served by outreach programs	TBD	See above.	TBD	41
24	24. Increase to 200 the number of mean monthly news citations of University of Iowa activities	181	121	200	42

\*\*Target 5, 1999-00

Professional Exam	UI Pass Rate	National Pass Rate
CPA exam	67%	44%
Clinical Lab Sci.	100%	77%
Dentistry	100%	93%
Engineering	67% - 100%	57% - 85%
Law	80%	66%
Medicine	97%	93%
Nuclear Med Tech	100%	84%
Nursing	92%	82%
Pharmacy	100%	92%
Physical Therapy	91%	78%
Physician Assistant	100%	90%



# MGT Performance Indicators

MGT CATEGORY	MGT #	Indicator	Data			
Instructional Environment	1	% of undergraduate student credit hours taught by tenured/tenure track faculty	93-94	-	59.3%	
			94-95	-	NC	
			95-96	-	56.3%	
			96-97	-	56.3%	
			97-98	-	56.8%	
			98-99	-	56.9%	
			99-00	-	57.4%	
			00-01	-	55.0%	target 60.0%
	2	% of senior faculty (tenured associate and full professors) teaching undergraduates	95-96	-	80.0%	
			96-97	-	85.0%	
			97-98	-	86.3%	
			98-99	-	87.8%	
			99-00	-	88.2%	
			00-01	-	90.0%	target 87.5%
	5	Average undergraduate class size [organized lecture-type classes]	Avg      Median			
			Lower Division:	94-95	NC	NC
				95-96	37.2	21.0
			96-97	36.5	21.0	
			97-98	36.5	21.0	
			98-99	37.1	21.0	
			99-00	38.3	22.0	
			00-01	40.3	22.0	
			Target	37.0	21.0	
		Upper Division:	94-95	NC	NC	
			95-96	28.0	19.0	
			96-97	30.7	20.0	
			97-98	27.8	19.0	
			98-99	27.6	20.0	
			99-00	26.1	18.0	
			00-01	26.5	18.0	
			Target	28.0	20.0	
		Total:	94-95	NC	NC	
			95-96	32.5	20.0	
			96-97	32.9	20.0	
			97-98	32.1	21.0	
			98-99	32.4	21.0	
			99-00	32.3	20.0	
			00-01	32.7	21.0	
			Target	32.0	21.0	
7	Number and percentage of general assignment technology equipped classrooms	No.	Total	Pct.		
		95-96	22	200	11.0%	
		96-97	36	200	18.0%	
		97-98	42	200	21.0%	
		98-99	63	200	31.5%	
		99-00	81	200	40.5%	
		00-01	100	201	50.0%	
		Target	100	200	50.0%	
(New)	Lower technology replacement rate to 3-year cycle	99-00:	5-year replacement rate			
		00-01:	4-year replacement rate			
		Target:	3-year replacement rate			

MGT CATEGORY	MGT #	Indicator	Attachment Page				
Student Profile, Enrollment, Retention and Performance	13a	% of professional students passing licensure examinations (law, medicine, dentistry, pharmacy)		Law	Med	Dent	Pharm
			95-96	89%	95%	97%	100%
			96-97	93%	100%	97%	100%
			97-98	85%	100%	95%	100%
			98-99	89%	100%	95%	100%
			99-00	80%	97%	100%	100%
			00-01	82%	94%	100%	100%
			Target	NP			
			Other Exams, 2000-01:				
			Professional Exam		UI Pass Rate	National Pass Rate	
			CPA exam		70%	53%	
			Clinical Lab Sci.		83%	78%	
			Dentistry		100%	91%	
			Engineering		67% - 100%	57% - 85%	
			Law		82%	71%	
			Medicine		94%	92%	
			Nuclear Med Tech		100%	81%	
	Nursing		83%	84%			
	Pharmacy		100%	92%			
	Physical Therapy		100%	87%			
	Physician Assistant		100%	92%			
	Radiation Therapy		100%	84%			
	Radiologic Technology		100%	89%			
	13b	% of ALL graduates employed within one year after graduation		Employed	Study	Other	
			93-94	TBP	TBP	TBP	
			94-95	TBP	TBP	TBP	
			95-96	80.6%	10.2%	10.2%	
96-97			82.3%	7.0%	10.7%		
97-98			86.4%	7.1%	6.5%		
98-99			87.6%	6.5%	5.9% (Revised)		
99-00			83.8%	10.0%	6.2%		
(undergrads from Business, Educ., Eng., and Nursing only – data for each year's class. Beginning 1998-99 College of Liberal Arts & Sciences is included)							

MGT CATEGORY	MGT #	Indicator					
	38	Fall enrollment by level, age, and residency	Fall 95:	UN	PR	GR	Total
			Resid.	12,629	2,294	3,203	18,126
			Nonr.	5,704	522	3,245	9,471
			Total	18,333	2,816	6,448	27,597
			Mn.Age	21.7	26	30	22
			Fall 96:	UN	PR	GR	Total
			Resid.	12,883	2,373	3,220	18,476
			Nonr.	5,703	526	3,216	9,445
			Total	18,586	2,899	6,436	27,921
			Mn.Age	21.9	26	30	22
			Fall 97:	UN	PR	GR	Total
			Resid.	13,079	2,372	3,148	18,599
			Nonr.	5,675	510	3,087	9,272
			Total	18,754	2,882	6,235	27,871
			Mn.Age	21.6	26	30	22
			Fall 98:	UN	PR	GR	Total
			Resid.	13,642	2,349	3,418	19,409
			Nonr.	5,695	525	3,076	9,296
			Total	19,337	2,874	6,494	28,705
			Mn.Age	21.6	26	29	22
			Fall 99:	UN	PR	GR	Total
			Resid.	13,681	2,333	3,299	19,313
			Nonr.	5,856	575	3,102	9,533
			Total	19,537	2,908	6,401	28,846
			Mn.Age	21.7	25.6	31.8	24.2
			Fall 00:	UN	PR	GR	Total
			Resid.	13,273	2,670	2,540	18,483
			Nonr.	6,011	854	2,963	9,828
			Total	19,284	3,524	5,503	28,311
			Mn.Age	21.5	27.7	31.6	24.1

MGT CATEGORY	MGT #	Indicator				
	42	Undergraduate student retention and graduation rates by ethnic/racial composition in percentages	95-96	1 <sup>st</sup> yr	6 <sup>th</sup> G	
			Entry Year	1995	1990	
			Native Am	91.7%	40.0%	
			Afr Am	73.3%	40.2%	
			Asian Am	83.2%	56.8%	
			Hispanic	77.8%	55.6%	
			White	83.1%	64.5%	
			Overall	82.2%	62.7%	
			Min. (all)	79.8%	48.8%	
			96-97	1 <sup>st</sup> yr	6 <sup>th</sup> G	
			Entry Year	1996	1991	
			Native Am	90.9%	83.3%	
			Afr Am	82.3%	33.8%	
			Asian Am	79.7%	55.0%	
			Hispanic	80.6%	54.1%	
			White	83.7%	63.6%	
			Overall	83.3%	62.0%	
			Min. (all)	80.8%	49.1%	
			97-98	1 <sup>st</sup> yr	4 <sup>th</sup> G	6 <sup>th</sup> G
			Entry Year	1997	1994	1992
			Native Am	93.3%	00.0%	85.7%
			Afr Am	78.6%	22.0%	41.2%
			Asian Am	86.1%	22.0%	62.4%
			Hispanic	91.9%	25.0%	54.4%
			White	84.4%	34.4%	65.1%
			Overall	84.6%	33.6%	63.5%
			Min. (all)	86.1%	23.4%	54.3%
			98-99	1 <sup>st</sup> yr	4 <sup>th</sup> G	6 <sup>th</sup> G
			Entry Year	1998	1995	1993
			Native Am	76.5%	16.7%	76.9%
			Afr Am	79.0%	16.8%	48.6%
			Asian Am	87.1%	21.4%	67.3%
			Hispanic	79.1%	23.3%	45.8%
			White	81.8%	36.9%	63.4%
			Overall	81.6%	35.0%	62.4%
			Min. (all)	81.1%	20.3%	57.6%
			99-00	1 <sup>st</sup> yr	4 <sup>th</sup> G	6 <sup>th</sup> G
			Entry Year	1999	1996	1994
			Native Am	84.2%	33.3%	11.8%
			Afr Am	78.0%	23.4%	52.9%
			Asian Am	79.7%	21.5%	58.9%
			Hispanic	79.5%	18.2%	54.7%
			White	83.7%	39.0%	64.7%
			Overall	83.2%	37.1%	63.1%
			Min. (all)	79.4%	28.3%	53.5%
			00-01	1 <sup>st</sup> yr	4 <sup>th</sup> G	6 <sup>th</sup> G
			Entry Year	2000	1997	1995
			Native Am	Will be available in November Persistence Report		
			Afr Am			
			Asian Am			
			Hispanic			
			White			
			Overall			
			Min. (all)			
	(New)	Increase to 33.6% above national rates the selectivity of graduate programs	99-00:	28.0% (3-yr. average)		
			00-01:	28.0% (3-yr. average) (target 33.6%)		

MGT CATEGORY	MGT #	Indicator	
-----------------	-------	-----------	--

Educational Outreach	25	Number of non-degree enrollments	Fall term 94-95 NC 95-96 2,448 96-97 2,500 97-98 2,912 98-99 3,116 99-00 3,338 00-01 Forthcoming target 2,800		
	28	Headcount enrollments in credit/non-credit courses offered through extension and continuing education	Credit Noncredit 93-94 NP NP 94-95 NP NP 95-96 18,571 66,456 96-97 19,711 78,681 97-98 19,263 72,870 98-99 20,255 72,571 99-00 20,265 81,954 00-01 20,230 60,393 (includes off campus, S&E, correspondence study)		
	40	Off-campus student enrollment in degree programs offered through distance education	Undergrad Grad 94-95 48 319 95-96 39 371 96-97 30 499 97-98 58 580 98-99 103 611 (REVISED) 99-00 65 598 00-01 170 663		
	(New)	Increase the number of Iowans served by educational and professional and service programs in their communities	TBD		
	(New)	Increase the number of K-12 students served by outreach programs	TBD		

MGT CATEGORY	MGT #	Indicator				
Institutional Diversity	41	Racial/Ethnic Composition of student, faculty and staff populations in percentages	94-95			
			Students	NC		
			Faculty	NC		
			P&S	NC		
			Merit	NC		
			95-96			
			Students	9.2%		
			Faculty	11.4%		
			P&S	4.5%		
			Merit	4.6%		
			96-97			
			Students	9.5%		
			Faculty	11.4%		
			P&S	5.0%		
			Merit	4.9%		
			97-98		Target	
			Students	9.5%	12.0%	
			Faculty	11.4%	13.0%	
			P&S	5.0%	5.3%	
			Merit	4.9%	5.5%	
			98-99		Target	
			Students	9.5%	12.0%	
			Faculty	11.9%	13.0%	
			P&S	5.6%	5.3%	
			Merit	5.3%	5.5%	
			99-00		Old	New
					Target	Target
			Students	9.2%	12.0%	12.0%
			Faculty	12.2%	13.0%	14.5%
			P&S	5.6%	5.5%	7.5%
			Merit	5.8%	5.3%	7.0%
			Female T/TT Fac	26.6%	25.0%	30.0%
			Female Ex Staff	29.7%	32.0%	32.0%
			Minority Ex Staff	7.4%	N/A	8.0%
			00-01		Target	
			Students	9.1%	12.0%	
			Faculty	12.9%	14.5%	
			P&S	6.1%	7.5%	
			Merit	6.1%	7.0%	
			Female T/TT Fac	26.6%	30.0%	
			Female Ex Staff	29.3%	32.0%	
			Minority Ex Staff	5.9%	8.0%	

MGT CATEGORY	MGT #	Indicator	Attachment Page			
Faculty Profile	12a	Number, total, and % of tenured, tenure-track, and clinical track faculty resignations	Year	Number	Total	Percent
			1993-94	55	1783	3.1%
			1994-95	53	1803	2.9%
			1995-96	66	1789 + 49 =	1838 3.6%
			1996-97	55	1748 + 79 =	1827 3.0%
			1997-98	55	1712 + 150 =	1862 3.0%
			1998-99	79	1702 + 176 =	1878 4.2%
			1999-00	74	1702 + 216 =	1918 3.9%
			2000-01	67	1714 + 265 =	1979 3.4%
	12b	Number, total, and % of tenured, tenure-track, and clinical track faculty retirements	Year	Number	Total	Percent
			1993-94	20	1783	3.1%
			1994-95	26	1803	1.4%
			1995-96	31+10=41	1838	2.2%
			1996-97	68+6=74	1827	4.1%
			1997-98	30+6=36	1862	1.9%
			1998-99	52+14=66	1878	3.5%
			1999-00	34+32=66	1918	3.4%
			2000-01	23+16=39	1979	2.0%
			(regular retirements plus early retirements)			
	12c	Number, total, and % of tenured, tenure-track, and clinical track faculty new hires	Year	Number	Total	Percent
			1993-94	106	1783	5.9%
			1994-95	102	1803	5.7%
			1995-96	70	1838	3.8%
			1996-97	70	1827	3.8%
			1997-98	118	1862	6.3%
		1998-99	85	1878	4.5%	
		1999-00	126	1918	6.6%	
		2000-01	156	1979	7.9%	
18	Sponsored funding in millions of dollars	93-94	\$187.6M			
		94-95	\$189.3M			
		95-96	\$198.0M			
		96-97	\$212.0M			
		97-98	\$217.0M			
		98-99	\$259.5M			
		99-00	\$252.6M			
		00-01	\$277.9M			
		target	\$250.0M			
22	Number of intellectual property disclosures per year	93-94	69			
		94-95	53			
		95-96	74			
		96-97	86			
		97-98	90			
		98-99	79			
		99-0	84			
		00-01	65			
		target	90			
(New)	Increase to 60% the percentage of faculty receiving external support for research, scholarship, and artistic creation	1995-96	33%			
		1996-97	34%			
		1997-98	44%			
		1998-99	48%			
		1999-00	50%			
		2000-01	50.5%			
		target	60%			
(New)	Fifteen new faculty/staff elected to selected national scholarly academies in 2000-2005 (pre-1995: 12; 1995-2000: 16 new)	baseline: 18 faculty/staff elected during 1995-96 through 1999-00				
		2000-01: 2 new elections				
		target 15 new over five years				
(New)	Increase to 10 the number of faculty/staff receiving Guggenhiem, Fulbright, NEH, and NEA fellowships	baseline: Avg. 7.75 per year during 1996-97 through 1999-00 (96-97: 10; 97-98: 2; 98-99: 10; 99-00:9)				
		2000-01: 3 new awards				
		target 10 per year				

MGT CATEGORY	MGT #	Indicator	
-----------------	-------	-----------	--

Expenditures, Financing and Funding	31	State appropriations requested for operations	Appropriations req. (w/o salaries) FY96 4.0% FY97 3.0% FY98 3.0% FY99 3.3% FY00 3.7% FY01 3.4% FY02 1.9% FY03 2.4% Target 4.0%
	32	Growth in undergraduate tuition and mandatory fees relative to HEPI	HEPI proj. Tuition incr. FY96 4.0% to 4.4% 4.1% FY97 4.2% to 4.8% 3.5% FY98 2.1% to 3.9% 3.9% FY99 2.4% to 4.2% 3.9% FY00 2.0% to 3.3% 2.5% FY01 2.3% to 3.5% 2.3%+2.0% for quality FY02 To be provided by Board Office
	33	Number of annual contributors and dollars contributed in millions	1995 44,000 \$82.0M 1996 45,077 \$112.0M 1997 46,911 \$126.0M 1998 47,191 \$124.0M 1999 48,017 \$147.0M 2000 52,602 \$172.0M (target 50,000; data by calendar year)
	35	Amount of capital improvement funds requested and appropriated	Requested Appropriated FY96 \$17.8M \$2.0M FY97 \$37.4M \$33.4M FY98 \$0.0M \$27.0M FY99 \$0.0M \$0.0M FY00 \$0.0M \$0.0M FY01 \$27.7M \$14.7M FY02 \$19.2M \$16.0M FY03 \$26.2M
	36	Deferred maintenance backlog and expenditures in millions of dollars	Backlog Expended Fall 94 \$23.0 (FY94) \$2.9M Fall 95 \$22.4 (FY95) \$4.9M Fall 96 \$19.0 (FY96) \$6.6M Fall 97 \$13.4 (FY97) \$3.3M Fall 98 \$20.4 (FY98) \$3.1M Fall 99 \$21.4 (FY99) \$2.9M Fall 00 \$25.3M (FY00) \$6.4M
	37	% of resources reallocated annually	95-96 2.1% 96-97 2.6% 97-98 2.6% 98-99 3.4% 99-00 3.9% 00-01 2.6% target 2.0%
	39	Number and dollar value in millions of resident undergraduates receiving financial aid	No. Dollars %NM 94-95 NA NA NA 95-96 8,191 \$55.3 NA 96-97 8,238 \$56.2 NA 97-98 8,751 \$59.0 NA 98-99 9,170 \$61.9 NA 99-00 8,924 \$66.4 NA 00-01 8,812 \$67.3 NA



MGT CATEGORY

MGT #

Indicator

Attachment E

Page 17

	43	Cost per student (presented biannually in June)	<div>92-93</div> <div>Lower Division \$4,648</div> <div>Upper Division \$7,269</div> <div>Undergraduate Total \$6,069</div> <div>Total \$9,676</div> <div>94-95</div> <div>Lower Division \$5,022</div> <div>Upper Division \$8,555</div> <div>Undergraduate Total \$6,850</div> <div>Total \$10,836</div> <div>96-97 (June 98 governance report)</div> <div>Lower Division \$5,327</div> <div>Upper Division \$8,990</div> <div>Undergraduate Total \$7,199</div> <div>Total \$11,764</div> <div>98-99 (June 00 governance report)</div> <div>Lower Division \$6,435</div> <div>Upper Division \$10,068</div> <div>Undergraduate Total \$8,301</div> <div>Total \$12,623</div>
--	----	---	---